

Leadership Opportunity

Director, Health Equity Research Program, Vancouver Coastal Health Research Institute

Vancouver Coastal Health Research Institute (VCHRI) invites applications for the position of Director, Health Equity Research Program. The appointment is for an initial term of one (1) year with the possibility of renewal, subject to satisfactory review. The position is expected to be filled by a candidate internal to the University of British Columbia (UBC) who currently holds a faculty appointment. The anticipated start date is May 1, 2025, or upon a date to be mutually agreed.

Vancouver Coastal Health Research Institute (VCHRI) is the research arm of Vancouver Coastal Health (VCH) and a health partner of the University of British Columbia (UBC). We are a significant part of B.C.'s health research industry and a major health research institute in Canada.

VCHRI is the home of nationally and internationally recognized research centres and programs. Dedication drives the institution to push the boundaries of cutting-edge research, pioneer innovative technologies, shape health care policies and conduct pivotal clinical trials. The ultimate goal is to enhance health outcomes, not only for the residents of British Columbia but also for people beyond its borders. Outside the realm of medicine, VCHRI's research generates significant economic gains through job creation, research & technology transfer, incubating spinoff companies and investing in the training, recruitment and retention of future leaders.

Reporting to the Executive Director, VCHRI, the Director, Health Equity Research Program is a senior leadership role responsible for advancing health equity research that addresses health disparities and promotes inclusive, accessible, and equitable health care for underserved and marginalized populations. The Director will lead the strategic direction, governance, and execution of research initiatives that align with British Columbia's health equity mandate and broader national goals, with a strong emphasis on community-engaged research. This role also focuses on addressing gendered social and structural violence, sexual health equity, and the development of interventions that reduce health and social inequities. By collaborating with researchers, community partners, and health authorities, the Director will oversee research activities that produce meaningful, community-centered outcomes and influence policy and practice across Canada.

The applicant will have education and experience equivalent to an advanced degree (Ph.D., MD, or equivalent) in a health-related field, public health, social sciences or a related discipline with a focus on health equity or health disparities research. The successful applicant will demonstrate expertise in leading capacity-building initiatives and training programs focused on health equity and have a comprehensive understanding of provincial and national health equity mandates, particularly within the Canadian health care system including:

- Minimum of five (5) years of experience in health equity research or related fields, with a proven track record of leading and managing research programs or initiatives.
- Strong understanding of health equity frameworks, including cultural competence and anti-oppressive research methodologies.
- Experience engaging with marginalized or underserved populations in research or health care delivery settings.

- Demonstrated experience in securing research funding through grants and external partnerships.
- Experience working within collaborative, interdisciplinary research environments and fostering partnerships across sectors.
- Strong leadership, strategic planning, and program management skills.
- Excellent communication and interpersonal skills, with the ability to work collaboratively with diverse stakeholders, including researchers, health care professionals, policymakers, and community members.
- Proven ability to translate research into actionable insights that drive policy and practice change.

This is a part-time position at approximately 1-2 days per week - the candidate is expected to maintain their academic/clinical research program and other duties.

A more detailed job description is available in the Executive Director, VCHRI's administrative office, for those who wish to review it. Please enquire at the email address below.

Please submit an application including:

1. Cover letter
2. Detailed curriculum vitae
3. Vision document (1-2-page) describing your vision, leadership approach, strategic priorities for a health equity research program at VCHRI
4. Statement (maximum 1 page) that describes any current or planned engagements and contributions made to advancing equity, diversity, and inclusion in academic research context
5. Optional (maximum 5 recent, relevant publications)

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Review of applications will begin on March 31, 2025, and will continue until the position is filled.

At VCHRI, we believe that attracting and sustaining a diverse workforce is key to the successful pursuit of excellence in research, innovation, and learning for all faculty, staff and students, and is essential to fostering an outstanding work environment. Our commitment to employment equity helps achieve inclusion and fairness, brings rich diversity to VCHRI as a workplace, and creates the necessary conditions for a rewarding career.

VCHRI is a world class innovator in research and ranked 5th as Canada's top Research Institutes. Our research focus is on innovation and discoveries that improve patient health, transform health systems, and directly impact health and economic outcomes.

Our Vision: Healthier lives through discovery

Our Mission: To lead and excel in the generation of health knowledge through discovery, education, application and evaluation.

Our Values: The adoption of core values is essential to executing strategies and decision-making as we work to realize our Vision and Mission:

- Integrity - We hold ourselves to the highest ethical standards and moral principles.
- Accountability - We manage our operations and services with transparency, efficiency and reliability.
- Collaboration - We promote synergy, teamwork and partnerships.
- Equity - We foster fairness, diversity and respect in the workplace and in our thinking.
- Community- and patient-focused - We improve health outcomes and bring meaningful results to patients and the broader population.

Research funding empowers VCHRI to compete on a global scale and attract distinguished research clinicians and scientists from around the world. The VCHRI community — comprising over 2,400 members, including principal investigators, research staff and a diverse group of medical, graduate and post-graduate trainees — fosters a dynamic and thriving research ecosystem. Together with its University partner, VCHRI delivers innovative programs and conducts biomedical, clinical, health services and population health research.

The VCHRI Campus is located on the traditional homelands of the Musqueam, Squamish and Tsleil-Waututh Nations territory.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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